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*Succession management, often little more than  
an annual form-filling chore and a throwback  
to 'chess board' charting of 1950s  
multinationals, needs revitalisation to  
become a key driver of organisational renewal  
in the twenty-first century. Whilst recent*

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*corporate failings have focused attention on the difficulties of leadership succession, those organisations which have made the transition to greatness have understood the impact of strategic resourcing in renewing their leadership capability and character. The challenge for organisations is reconciling leadership demand and supply. When it may be impossible to say what your organisation will look like in three years time, or what strategy it will be pursuing, demand becomes difficult to predict. And in an era of shifting career realities, supply management needs to be more than an analysis*

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*of the age profile of the leadership population. Practical Succession Management is a response to the increasing relevance of proactive succession management but the widespread difficulty of making it happen. The author focuses on the business realities of succession management rather than provide a conceptualisation of how it might work in principle or simply headline a series of corporate 'just so' stories. In a robust evaluation of relevant research and imaginative practice, Andrew Munro maps out the battlegrounds for succession management, with tools and techniques to guide readers*

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*from start to finish. The result is a book that will stimulate and challenge your thinking in opening up new options and provide practical methodologies to advance strategic resourcing within your organisation.*

*Financial trainer Susan Hayes believes that every woman can and should get to grips with money management. In The Savvy Woman's Guide to Financial Freedom she gets to the heart of why you might be having problems and, like straight-talking American expert, Suze Orman, she comes up solutions whatever your situation. Think about it ... How many times*

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*have you said to yourself, 'This is the year when I finally get to grips with my finances'? But somehow time slips away and twelve months later you are no better off. How many times have you decided to stick to a budget only to see events get in the way and your good intentions frustrated? Do you have a nagging sense that you're not in charge of your money and that your future financial well-being is beyond your control? Even worse, in these challenging economic times, are you so stressed about money that you cannot even begin to see a way out of your situation? Whether you're figuring out how to*

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*squeeze enough money from the family budget to save for a much-needed holiday, finally preparing to tackle years of lifestyle debt, or taking a leap of faith and starting your own business, The Savvy Woman's Guide to Financial Freedom is brimful of down-to-earth and encouraging advice, and practical user-friendly methods, to show you how to get where you want to go. By following Susan Hayes's guidance you could find that it takes as little as an hour a week to check your financial well-being, to make sure you are on track to accomplish your goals and to achieve ongoing peace of mind about money. Corkwoman*

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*Susan Hayes has had a life-long love affair with business (as a little girl she held board meetings with her teddy bears) and went on to get a BSC in Financial Maths and Economics from NUI Galway. She is managing director of the international financial training company Hayes Culleton. Because of her can-do approach to resolving even the stickiest economic questions in her many media appearances (RTÉ, TV3, Today FM, 4FM, Sunday Independent) she has become known as the Positive Economist.*

*"This book explores the nature of organizational change and how such changes*

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*could be managed so that they can provide of both effective leadership and followership"--Provided by publisher"--  
Get real results for your business – maximize your training and development programs  
Corporate learning and development programs play an undeniable role in successful business endeavors, but only when they're done right.  
The significant revisions in the third edition of The Six Disciplines of Breakthrough Learning add fresh, timely elements to a resource that has become known globally as a trusted guide for professionals determined to get the most of their companies' training and*



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*development programs. All-new examples, tools, guides, and insights combine to make an excellent, all-in-one resource for everyone from workplace professionals and HR managers to training development providers and businesses leaders looking to maximize the return on their enterprise's learning budget. Infused with current research and recent case studies, this resource serves as a practical guide that recommends concrete actions for producing tangible results. Tools, guides, and checklists in every chapter ensure that readers walk away with meaningful strategies that can be implemented right away. The*

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*book includes: A complete review of research drawn from thousands of insights, goals, and lessons learned Specific strategies and actions that can be put into effect quickly for immediate results A focus on ROI for business leaders wanting to make a clearer connection between dollars spent and new skills gained Checklists in each chapter to help learning organizations perform quality audits of new and existing learning programs The third edition of The Six Disciplines of Breakthrough Learning contains so many new resources and so much thoroughly-revised content that even those who own*

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*previous editions will find its reinvigorated approach highly beneficial. Strengthen the link between your learning efforts and your business goals with this increasingly popular, globally recognized resource.*

*Gender, Communication, and the Leadership Gap is the sixth volume in the Women and Leadership: Research, Theory, and Practice series. This crossdisciplinary series, from the International Leadership Association, enhances leadership knowledge and improves leadership development of women around the world. The purpose of this volume is to highlight connections between the fields of*

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*communication and leadership to help address the problem of underrepresentation of women in leadership. Readers will profit from the accessible writing style as they encounter cuttingedge scholarship on gender and leadership. Chapters of note cover microaggressions, authentic leadership, courageous leadership, inclusive leadership, implicit bias, career barriers and levers, impression management, and the visual rhetoric of famous women leaders. Because women in leadership positions occupy a contested landscape, one goal of this collection is to clarify the contradictory*

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*communication dynamics that occur in everyday interactions, in national and international contexts, and when leadership is digital. Another goal is to illuminate the complexities of leadership identity, intersectionality, and perceptions that become obstacles on the path to leadership. The renowned thinkers and scholars in this volume hail from both Leadership and Communication disciplines. The book begins with Sally Helgesen and Brenda J. Allen. Helgesen, coauthor of The Female Vision: Women's Real Power at Work, discusses the twofold challenge women face as they struggle*

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*to articulate their visions. Her chapter offers six practices women can use to relieve this struggle. Allen, author of the groundbreaking book, Difference Matters: Communicating Social Identity, discusses the implications of how inclusive leadership matters to women and what it means to think about women as people who embody both dominant and nondominant social identity categories. She then offers practical communication strategies and an intersectional ethic to the six signature traits of highly inclusive leaders. Each chapter includes practical solutions from a*

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*communication and leadership perspective that all readers can employ to advance the work of equality. Some solutions will be of use in organizational contexts, such as leadership development and training initiatives, or tools to change organizational culture. Some solutions will be of use to individuals, such as how to identify and respond productively to microaggressions or how to be cautious rather than optimistic about practicing authentic leadership. The writing in this volume also reflects a range of styles, from indepth scholarship that produces new knowledge to shorter forums that feature*

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*interesting ideas worth considering. Use this helpful book to learn about the leadership tools to fuel success, grow your team, and become the visionary you were meant to be. True leadership isn't a matter of having a certain job or title. In fact, being chosen for a position is only the first of the five levels every effective leader achieves. To become more than "the boss" people follow only because they are required to, you have to master the ability to invest in people and inspire them. To grow further in your role, you must achieve results and build a team that produces. You need to help*



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people to develop their skills to become leaders in their own right. And if you have the skill and dedication, you can reach the pinnacle of leadership—where experience will allow you to extend your influence beyond your immediate reach and time for the benefit of others. The 5 Levels of Leadership are: 1. Position—People follow because they have to. 2. Permission—People follow because they want to. 3. Production—People follow because of what you have done for the organization. 4. People Development—People follow because of what you have done for them personally. 5. Pinnacle—People follow because of who you are

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*and what you represent. Through humor, in-depth insight, and examples, internationally recognized leadership expert John C. Maxwell describes each of these stages of leadership. He shows you how to master each level and rise up to the next to become a more influential, respected, and successful leader.*

*Confronting Reality will change the way you think about and run your business. It is the first book that shows how to connect the big picture of the new era of business with the nitty-gritty of what to do about it. Through a completely new way to understand and use*

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*the business model as the primary tool for confronting reality—a breakthrough that will become the management innovation of this decade—you'll know sooner rather than later whether your fundamental business premise is under assault, where your best opportunities lie, what you should change and what you should leave alone, and how to realistically plan the future of your business. The fundamentals of how a business makes money are being rapidly and permanently altered by sweeping structural changes. With their extraordinary depth and breadth of experience, Larry Bossidy and Ram Charan are*

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*the ideal guides for everyone—entrepreneur, mid-level manager, or CEO—about what is to be done so you can get things right in this challenging, radically changed world. They start by showing you how to understand the most fundamental element of any business: whether you can realistically make the money you hope to in the game you're playing. Bossidy and Charan show how to use the business model to develop a robust, reality-based process for thinking about the specifics of your business in a holistic way. They show how to tie together the financial targets you must meet, the external realities you face,*

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*and internal activities such as strategy development, operating tactics, and selection and development of people. Through the lens of the business model, as well as the skillful use of initiatives and development of people with the right leadership characteristics, you'll see how Robert Nardelli at Home Depot, Jim McNerney at 3M, Dick Harrington at the Thomson Corporation, Michael Wisbrun at KLM, Joseph Tucci at EMC, and John Chambers at Cisco confronted reality. Whether they faced crisis or opportunity, all made the right kinds of changes through a combination of business*

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savvy (the art of understanding the fundamentals driving a business) and business model thinking.

"Authors Eric Geiger and Kevin Peck argue that churches that consistently produce leaders have a strong conviction to develop leaders, a healthy culture for leadership development, and helpful constructs to systematically and intentionally build leaders. All three are essential leaders to be formed through the ministry of a local church." --Back cover.

[Leaders Deserve Better](#)  
[Confronting Reality](#)

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[The Discipline of Getting Things Done](#)

[How to Build a Creative Team, Develop Great  
Morale, and Improve Bottom-Line Performance](#)

[Empowering Leadership](#)

[The Leader's Handbook: Making Things Happen,  
Getting Things Done](#)

[Building Leaders](#)

[Dare to Lead](#)

[The Church and Leadership Development](#)

[How to Build the Leadership-Powered Company](#)

[Doing What Matters to Get Things Right](#)

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Your Leadership Shortage](#)

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[Succession](#)

**What do the best leaders have in common? As president of MAP, John Manning should know. MAP has helped tens of thousands of top executives accelerate their leadership and management performance. Manning says the answer is one word: discipline. But for Manning, discipline has a very specific meaning. All leaders have scores of things they could do. But a disciplined leader is one who identifies and focuses on the Vital Few: the 20 percent of activities that will drive 80 percent of the results. And the results that are most important are those**



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**tied to the organization's most precious asset: its people. The Disciplined Leader offers fifty-two succinct lessons to help you home in on your own Vital Few in three critical areas: leading yourself, leading your team, and leading your organization. Each lesson comes with recommended tactics and practical "Take Action!" tips for implementing it, so there are literally hundreds of pieces of must-know, time-tested advice here. The chapters are self-contained, so you can read them in any order and come back to the ones that resonate with you—your own Vital Few! This is a hands-on, nuts-and-bolts guide to leadership practice that's built**

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**to inspire action, drive change, and achieve results.**

**Competition is fiercer today than ever before, and effective leadership represents a rare source of competitive advantage. With strong leadership and a richly stocked pool of future leaders, organizations prosper and endure. There is an easy case to make for the imperative of investing in tomorrow's leaders today. It's the law of supply and demand: more organizations in greater competition under increased pressure to perform put a premium on scarce talent. The labor economy has become a seller's market, and**

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**poaching or luring talent away from other organizations is a losing proposition. The alternative is to become good at developing your talented managers into great leaders and aggressively seeking out potential and developing it anywhere and everywhere you can find it across the organization. The purpose of this volume is to share what has been learned in the last few years of increased attention to the systematic and strategic cultivation of leadership talent. The time is ripe for leading practitioners to share key lessons about building and filling a leadership pipeline.**

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**Set your sights on High-Potential leadership and help your organization thrive In today's tumultuous and rapidly evolving business environment, High-Potential leaders are in high demand. Do you possess the relationship skills, strategic vision, innovation, and determination needed to thrive as a high-potential leader in your organization? New York Times bestselling author Ram Charan answers that question and helps you hop on the fast-track to leadership success in this insightful guide. Traditionally, leaders have risen up through the ranks based on their cognitive abilities, analytical skills,**

**thoroughness, and even perfectionist tendencies, but as modern businesses have moved to a more digitally-driven model, the criteria for leaders has markedly changed. The High-Potential Leader explains the modern business climate while highlighting the critical role relationship building, communication style, engagement, and ability to motivate and bring out the best performance in others play in becoming an impactful leader. Whether you're just embarking on your leadership journey or are ready to make the leap to the next leadership level, Charan's real-world lessons and practical advice will help**

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**you discover who you are as a leader, chart your path, accelerate your growth, and ultimately, become the high-potential leader your organization needs to succeed.**

**An updated and revised version of the bestselling The Leadership Pipeline - the critical resource for how companies can grow leaders from the inside. In business, leadership at every level is a requisite for company survival. Yet the leadership pipeline -the internal strategy to grow leaders - in many companies is dry or nonexistent.**

**Drawing on their experiences at many Fortune 500 companies, the authors show how**

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**organizations can develop leadership at every level by identifying future leaders, assessing their corporate confidence, planning their development, and measuring their results. New to this edition is 65 pages of new material to update the model, share new stories and add new advice based on the ten more years of experience. The authors have also added a "Frequently Asked Questions" section to the end of each chapter. Many attempts to establish a succession plan fail. Why? They run up against insurmountable implementation challenges, or weak executive commitment and follow-through. Succession**

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**Planning That Works: The Critical Path of Leadership Development** is a step-by-step guide to help HR professionals and senior leaders develop a succession plan that delivers a measurable return on investment. Based on in-depth interviews with senior executives from nearly 50 organizations, **Succession Planning That Works** reveals not only the most important components of effective succession planning, but also the most effective order in which to put them into practice. Packed with real-world examples, **Succession Planning That Works** shows how real companies have attempted to tackle



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**succession planning issues and examines both their victories and their failures to highlight the most common pitfalls and how to avoid them. Topics include: - 13 reasons to begin succession planning now - How to calculate the ROI of promoting from within - The Succession Planning Critical Path - the most efficient and effective way to implement a succession plan - How to gain or strengthen executive buy-in for succession planning - How to measure your success Also included are 20 downloadable templates and tools to help make succession planning easier to comprehend and implement....**

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**Together, these authors have more first-hand experience in leadership development and succession planning than you're likely to find anywhere else. And here, they show companies how to create a pipeline of talent that will continuously fill their leadership needs-needs they may not even yet realize. The Leadership Pipeline delivers a proven framework for priming future leaders by planning for their development, coaching them, and measuring the results of those efforts. Moreover, the book presents a combination leadership-development/succession-planning program that ensures a steady line-up**

**of leaders for every critical position within the company. It's an approach that bolsters the retention of intellectual capital as it eliminates the need to go outside for expensive "stars," who will probably jump ship before they reach their full potential anyway.**

**Leaders face numerous critical crossroads in their careers, moments that can provide extraordinary learning and growth opportunities or ensnare them and prevent further development. The good thing about these passages is that they're predictable, and with proper preparation, leaders not only can survive**

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**them to become stronger but can use these experiences to enhance their leadership, compassion, and effectiveness. This book lays out thirteen specific “leadership passages” based on research, interviews, and coaching of senior executives in such well-known companies as Johnson & Johnson, Novartis, Intel, GE, and Bank of America. For each passage, the authors describe what to expect, how the passage constitutes a choice point, and what effective leaders do to navigate and grow from the challenge. Some of the passages include: moving into a leadership role for the first time, dealing**

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**with significant failure for which you are responsible, derailing/losing your job, being acquired/merging, losing faith in the system, understanding the importance of children, family and friends, and personal upheavals such as divorce, illness, and death. The authors provide a wealth of practical tools and techniques to improve your leadership, along with real-life examples from recognizable leaders and breakthrough ways in which companies can use the concept of leadership passages to grow talent.**

**The guide that defines the results required at**

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**each organizational level to sustain business success It's not enough to build a company full of people with leadership skills. The Performance Pipeline digs deep into the real work of executing business results at each leadership layer. Filled with lessons and examples from the author's 40 years of experience Shows how to set performance standards, make sure the right work is being done, and remove performance barriers Illustrates how leaders can make the transition to the next level and achieve full performance This book gives leaders in any industry an advantage over the competition.**

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**[How Winning Companies Build Leaders at E  
Architecture to Develop Leaders for Any Future  
The Multiplication Effect](#)**

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**Better Leaders Faster**

**The Savvy Guide to Making More Money**

**The Trainer's Handbook of Leadership  
Development**

*No company is too small to plan for its leadership future. Feeding Your Leadership Pipeline provides a blueprint for leadership development that addresses the unique challenges of small to mid-sized companies. It helps business leaders identify high-potential talent, define key leadership*



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*competencies, build an affordable and effective leadership development program, harness the power of mentoring and coaching, evaluate program effectiveness, and calculate what it will cost.*

*A Practical Guide to Using the Principles of Servant Leadership Leadership is a calling. And servant leadership—the idea that managing with respect, honesty, love, and spirituality empowers employees—helps*

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*individuals answer that calling. Bestselling author and former Fortune 500 executive James A. Autry reveals the servant leader's tools, a set of skills and ideals that will transform the way business is done. It helps leaders nurture the needs and goals of those who look to them for leadership. The result is a more productive, successful, and happier organization, and a more meaningful life for the leader. Autry reveals how to remain*

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*true to the servant leadership model when handling day-to-day and long-term management situations, including how to:*

- Provide guidance during conflict and crisis*
- Assure your continued growth and progress as a leader*
- Train managers in the principles of servant leadership*
- Transform a company with morale problems into a great place to work*

*Practiced by one-third of the companies on Fortune's "100 Best Companies to Work For" list, servant*

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*leadership is a thriving philosophy. Ultimately, Autry explores how it can be a valuable, refreshing, and rewarding approach to leading others in business life.*

*Most pastors say that the need to identify and develop leaders is critical to the health and growth of their church. Yet, most churches do not have an intentional plan for doing this. In this book, Mac Lake reveals a practical strategy for addressing this*

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*problem. How do you develop leaders in a church setting—good leaders, qualified leaders, leaders who are committed, who possess the DNA of the church, and leaders who produce results? The majority of churches have tried everything, but is what they are doing working? Unfortunately, in most cases, no. The Multiplication Effect is a proven, tested program, designed using unique training modules to help identify potential leaders, equip and*

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*disciple them at every level of their leadership journey, and empower them to multiply themselves by developing other leaders. Churches who use this plan will become “cultures” of leader development built into the structure and mission statement of the church and thus solve their leadership shortage. A major problem in the local church today is lack of leadership. Simply put, we have more needs than we have leaders to meet those needs. So, how do*

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*we train better leaders faster? The truth is, very few churches really have a well-thought-out leadership development plan. Growth requires continually adding healthy new leaders, who carry the church culture forward and embody its core values. Everyone knows it, but how do we achieve it? In Empowering Leadership author and leadership consultant Michael Fletcher says leaders like this can't simply be bought, nor can they be hired from*

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*someone else's leadership assembly line. Developing leaders at every level, to create an environment that attracts potential leaders, and to build better leaders faster, an organization needs more than a pipeline. It needs a culture that develops leaders organically. Finding the right kind of leaders to guide your church on a path of continual growth comes out of keeping the right focus, and that focus is not just on the*



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*leaders. In fact, as Fletcher says, It isn't about the leader. It never was about the leader. It will never be about the leader. It will always and only be about Jesus and his people. It's about the people. True leadership development includes the often messy, but necessary, interaction of life upon life. So hiring pastors and key staff roles from within the church is the very best policy—people who "breathe" the culture of the church and who have*

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*helped create the culture you want to maintain. If your church or organization needs a good leadership development structure, then you're holding the right book. Empowering Leadership details Michael's greatest insights on how to build better leaders faster by creating a leadership development culture in your church or organization—naturally, organically, continually. Empower your church or organization through great leadership.*

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*This book will show you how!*

*Training the next generation of leaders is crucial to spreading the gospel, yet most churches have no formal way of doing this. Why? Tight budgets, small staffs, and a lack of know-how are just a few reasons suggested by church consultants Aubrey Malphurs and William Mancini in this groundbreaking book. Building Leaders provides real-life examples of ways churches can unleash their true ministry potential by*

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*training staff members and laypeople to lead. With step-by-step instructions that can be applied to any church or parachurch ministry, Building Leaders shows readers how to: - empower, not just train, leaders - overcome obstacles to developing leaders - identify emerging leaders - use biblical models for training leaders - form a leadership training program to fit any size or budget Packed with surveys, discussion questions, and a*

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*leadership development guide, Building Leaders will encourage leaders to "duplicate themselves" in order to see their ministry grow. It is a perfect resource for ministry students, church leaders, and pastors.*

*Based on the popular Developing Leadership Talent program offered by the acclaimed Center for Creative Leadership, this important resource offers a nuts-and-bolts framework for putting in place a leadership*

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*development system that will attract and retain the best and brightest talent. Step by step, the authors explain how alignment with strategic goals and organizational purpose and effective developmental experiences are the backbone of a successful leadership program. An authoritative and useful book, Developing Leadership Talent is an essential tool for any leadership program.*

*Rapidly changing global demographics*

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*demand visionary, collaborative, and culturally appropriate leadership practices on university campuses. In the face of widening gaps in academic achievement and socio-economic roadblocks, Culturally Responsive Leadership in Higher Education offers a new vision of leadership, where diversity is transformed from challenge into opportunity. This book offers a range of perspectives from culturally, racially, linguistically, ability, and*

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*gender-diverse contributors who demonstrate that effective leadership springs from those who engage, link theory to practice, and promote access, equity, and educational improvement for underserved students. Each chapter explores a critical higher educational leadership issue with feasible strategies and solutions. In this exciting book, theory and research-based chapters unpack culturally responsive leadership, revealing how*



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*higher education leaders in the U.S. and international contexts can improve their practice for social equity and educational change.*

*What does it take to be the leader of a design firm or group? We often assume they have all the answers, but in this rapidly evolving industry they're forced to find their way like the rest of us. So how do good design leaders manage? If you lead a design group, or want to understand the people who do,*

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*this insightful book explores behind-the-scenes strategies and tactics from leaders of top design companies throughout North America. Based on scores of interviews he conducted over a two-year period—from small companies to massive corporations like ESPN—author Richard Banfield covers a wide range of topics, including: How design leaders create a healthy company culture Innovative ways for attracting and nurturing talent Creating*

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*productive workspaces, and handling remote employees Staying on top of demands while making time for themselves Consistent patterns among vastly different leadership styles Techniques and approaches for keeping the work pipeline full Making strategic and tactical plans for the future Mistakes that design leaders made—and how they bounced back*

[The Disciplined Leader](#)  
[Developing Leadership Talent](#)

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*Promoting Access, Equity, and*

*Improvement*

*Designed to Lead*

*Developing the Character and Competency  
to Lead Others*

This practical guide argues that both mentor coaching and supervision be mandated by the professional coaching bodies as part of coaches' continuous professional development. Mentor coaching is not just for those coaches seeking a credential: it is for lifelong professional development for every coach, at every level of

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the profession. You are the best coaching tool there is. Tools need to be oiled, sharpened, repaired and protected to keep them in tip top condition. That's what mentor coaching and supervision do - they keep coaches sharp and fit for purpose. The reader will learn how to develop as a coach using mentor coaching, as well as how to develop as a mentor coach, to support other coaches to develop. Clare Norman explains what mentor coaching is, why it is so important and the competencies for mentor coaching. How coaches show up in the room is more important than how much we know about the theory behind

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coaching. Clare Norman's concise book is important reading for all practising coaches, as well as coaches and mentor coaches in training. What makes a great leader? It's a question that has been tackled by thousands. In fact, there are literally tens of thousands of leadership studies, theories, frameworks, models, and recommended best practices. But where are the clear, simple answers we need for our daily work lives? Are there any? Dave Ulrich, Norm Smallwood, and Kate Sweetman set out to answer these questions—to crack the code of leadership. Drawing on decades of research experience, the

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authors conducted extensive interviews with a variety of respected CEOs, academics, experienced executives, and seasoned consultants—and heard the same five essentials repeated again and again. These five rules became The Leadership Code. In The Leadership Code, the authors break down great leadership into day-to-day actions, so that you know what to do Monday morning. Crack the leadership code—and take your leadership to the next level. #1 NEW YORK TIMES BESTSELLER • Brené Brown has taught us what it means to dare greatly, rise strong, and brave the wilderness.



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Now, based on new research conducted with leaders, change makers, and culture shifters, she's showing us how to put those ideas into practice so we can step up and lead. Look for Brené Brown's new podcast, Dare to Lead, as well as her ongoing podcast Unlocking Us! NAMED ONE OF THE BEST BOOKS OF THE YEAR BY BLOOMBERG Leadership is not about titles, status, and wielding power. A leader is anyone who takes responsibility for recognizing the potential in people and ideas, and has the courage to develop that potential. When we dare to lead, we don't pretend to have the right

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answers; we stay curious and ask the right questions. We don't see power as finite and hoard it; we know that power becomes infinite when we share it with others. We don't avoid difficult conversations and situations; we lean into vulnerability when it's necessary to do good work. But daring leadership in a culture defined by scarcity, fear, and uncertainty requires skill-building around traits that are deeply and uniquely human. The irony is that we're choosing not to invest in developing the hearts and minds of leaders at the exact same time as we're scrambling to figure out what we have to offer

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that machines and AI can't do better and faster. What can we do better? Empathy, connection, and courage, to start. Four-time #1 New York Times bestselling author Brené Brown has spent the past two decades studying the emotions and experiences that give meaning to our lives, and the past seven years working with transformative leaders and teams spanning the globe. She found that leaders in organizations ranging from small entrepreneurial startups and family-owned businesses to nonprofits, civic organizations, and Fortune 50 companies all ask the same question: How do you cultivate braver, more daring

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leaders, and how do you embed the value of courage in your culture? In this new book, Brown uses research, stories, and examples to answer these questions in the no-BS style that millions of readers have come to expect and love. Brown writes, “One of the most important findings of my career is that daring leadership is a collection of four skill sets that are 100 percent teachable, observable, and measurable. It’s learning and unlearning that requires brave work, tough conversations, and showing up with your whole heart. Easy? No. Because choosing courage over comfort is not always our default. Worth it?”

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Always. We want to be brave with our lives and our work. It's why we're here." Whether you've read *Daring Greatly* and *Rising Strong* or you're new to Brené Brown's work, this book is for anyone who wants to step up and into brave leadership.

Noel Tichy has been the trusted adviser on management succession to companies including Royal Dutch Shell, Nokia, Intel, Ford, and Mercedes Benz. *Succession* distills his decades of experience and provides a practical framework for building effective transition pipelines - for multi-billion dollar conglomerates, family

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businesses or anything in between. Through revealing case studies - like Hewlett Packard, IBM, Yahoo and P&G - Tichy examines why some companies fail and others succeed in training and sustaining the next generation of senior leaders. He highlights the all too common mistakes that can generate embarrassing headlines and threaten survival. And he puts leadership development and succession where they belong: at the top of every leader's agenda. Charan has seen the business world from both ends of the spectrum. While growing up in India, working in his family shoe business, he came to

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understand how a business works and the critical elements of success. A powerful lesson in what is really important in business, this remarkable book takes the lessons of the peddler and reveals how they can be used by the rest of us.

The Leadership Machine describes the four fundamentals of management and leadership development:- The competencies/skills that matter for leading in new and different situations - How skills are developed - Who is best equipped to learn these skills - What it takes to make development work.

The Trainer's Handbook of Leadership

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Development offers facilitators, human resource professionals, and consultants a wide-variety of tools and techniques for developing leadership competencies and characteristics. Drawing on research from such giants in the leadership field as Warren Bennis, Ken Blanchard, James Kouzes, and Barry Posner, the book's thought-provoking activities are designed to create real and lasting behavior change. "The Trainer's Handbook of Leadership Development features the proven activities and tools that will involve and inspire participants to develop the skills and characteristics that will equip them to



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lead us into the future. Karen has brought together a powerful collection of tools, competency models, exercises, and training necessary for developing leaders in today's workplace. I recommend this book for anyone who is implementing a leadership development program within their organization. It could easily be used to build the entire program from scratch."—Louis Carter, CEO, Best Practice Institute "What a gem of a book Karen Lawson has written! Drawing on research by leadership gurus, Karen presents 45 competencies and characteristics critical to leadership

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excellence. She mines each of these facets for a solid definition and the significance of each.

Although many authors shy away from discussing leadership qualities such as authenticity and empathy, Karen deals with them directly. She presents activities that future leaders can use to explore personal leadership qualities. This book is 24kt gold. If you are a leadership development professional, this book is sure to become your gold standard when searching for creative yet practical ways to help develop others into outstanding leaders of the future."—Elaine Biech, editor, *The ASTD Leadership*

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Handbook and author, *The Business of Consulting*  
"Developing the complex skills of leadership is  
critical for personal and organizational success. If  
you are responsible for helping others build these  
skills, this book deserves a spot on your  
bookshelf—or maybe your desk—because you  
will use it often!"—Kevin Eikenberry, author,  
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entire company or in your first management job.

“A must-read for anyone who cares about business.”—The New York Times When Execution was first published, it changed the way we did our jobs by focusing on the critical importance of “the discipline of execution”: the ability to make the final leap to success by actually getting things done. Larry Bossidy and Ram Charan now reframe their empowering message for a world in which the old rules have been shattered, radical change is becoming routine, and the ability to execute is more important than ever. Now and for the foreseeable

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future:

- Growth will be slower. But the company that executes well will have the confidence, speed, and resources to move fast as new opportunities emerge.
- Competition will be fiercer, with companies searching for any possible advantage in every area from products and technologies to location and management.
- Governments will take on new roles in their national economies, some as partners to business, others imposing constraints. Companies that execute well will be more attractive to government entities as partners and suppliers and better prepared to adapt to a new

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wave of regulation. • Risk management will become a top priority for every leader. Execution gives you an edge in detecting new internal and external threats and in weathering crises that can never be fully predicted. Execution shows how to link together people, strategy, and operations, the three core processes of every business. Leading these processes is the real job of running a business, not formulating a “vision” and leaving the work of carrying it out to others. Bossidy and Charan show the importance of being deeply and passionately engaged in an organization and why robust dialogues about

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people, strategy, and operations result in a business based on intellectual honesty and realism. With paradigmatic case histories from the real world—including examples like the diverging paths taken by Jamie Dimon at JPMorgan Chase and Charles Prince at Citigroup—Execution provides the realistic and hard-nosed approach to business success that could come only from authors as accomplished and insightful as Bossidy and Charan.

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***In this Wall Street Journal and BusinessWeek bestseller, Michigan Business School guru and worldwide consultant Noel Tichy brings his special brand of organisational transformation to a practical level that guarantees a leader at every level of an organisation. Why do some companies consistently win in the marketplace while others struggle from crisis to crisis? The answer, says Noel Tichy, is that winning companies possess a "Leadership Engine" , a proven system for creating dynamic leaders at every level. Technologies, products and economies constantly change. To get ahead and stay ahead, companies need agile, flexible,***

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***innovative leaders who can anticipate change and respond to new realities swiftly. Tichy explains that everyone has untapped leadership potential that can be developed winning leaders and winning organisations have figured out how to do this. In this acclaimed bestseller, Tichy offers colourful and insightful best-practice examples from dozens of leaders gathered from decades of research and practical experience.***

***LET'S GET REAL The vast majority of leadership development programs don't work. Not only do they feel irrelevant--failing to address the issues that keep leaders up at night--even when***

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***they are on point, without built-in opportunities for leaders to practice what they've learned, those lessons don't stick. To cultivate better leaders--ones who can serve as the next generation of senior management, bring business to new heights, and stay with the organization long enough to create lasting change-- we need a better solution. Leaders Deserve Better is that solution. Relying on her experience working with leaders, Jennifer Mackin begins by laying out the problem with standard development practices using real-life examples that illustrate the impact of inadequate development. She gives readers a***

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***glimpse of the myriad benefits of a better--and entirely revolutionized--approach, offering tools for leaders to conduct their own assessments to discover the gaps in their programming. Armed with these insights, senior leaders can ignite their own leadership development revolutions that support the effective development that all leaders deserve.***

***Lead your organization into the 21st century with the help of this groundbreaking book that is already creating a stir in corporate boardrooms across America! In a book that does for managers what his mega-bestseller, The Team Handbook, did for teams, Peter***

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***Scholtes, who is widely acknowledged as one of the most influential Quality leaders of the decade, shows the real root of management problems. Learn how to stop blaming your workers and start changing the systems with the help of activities and exercises that enable you to immediately begin implementing breakthrough improvements in all your work processes!***

***Financial trainer Susan Hayes believes that everyone, no matter what their circumstances, can learn how to make more money. In The Savvy Guide to Making More Money she gets to the heart of what's stopping you and, in the***

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***style of straight-talking money experts like Martin Lewis and Suze Orman, she comes up with practical suggestions whatever your situation. Even at the best of times, making more money can seem daunting. And when it's not the best of times, it can seem impossible. However, you would be amazed how simple it is to fatten your bank balance if you go about it the right way. The Savvy Guide to Making More Money is a one-stop shop where you can equip yourself with strategies to grow your income. From her days as a self-employed student to now running a financial training company, Susan Hayes has always approached the***

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***business of making money in a practical can-do way. It has been successful for her and the many people she has worked with. Now she shares her advice and tips with you. Among many other things The Savvy Guide to Making More Money will help you to: · understand why you haven't made more money by now; · learn tried and tested techniques to raising new revenues; · choose the best way to put your money to work for you; · find out who can help you get to your income goals. You don't have to be a business genius to make money. Through a combination of skill and smart thinking you will be amazed at what you can achieve. 'Brilliant,***

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***absolutely brilliant. I was up till four o'clock this morning reading it, making notes.' The Tom Dunne Show on The Savvy Woman's Guide to Financial Freedom '[She writes with] humourous directness, unflinching good sense and practical advice ... makes me think I can tackle my own issues.' The Herald 'A great read ... easy to understand' The Sun Susan Hayes is managing director of the international financial training company Hayes Culleton. Her can-do approach to resolving even the stickiest economic questions in her many media appearances (RTÉ, TV3, Today FM, 4FM, Sunday Independent) has seen her become known as***



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***the Positive Economist. Her first book was The Savvy Woman's Guide to Financial Freedom. The Six Disciplines of Breakthrough Learning How to Grow Fast, Take on New Responsibilities, and Make an Impact The Personal and Professional Transitions That Make or Break a Leader The Leadership Machine Leadership and Followership in an Organizational Change Context How to Turn Training and Development into Business Results Mastering the Make-or-Break Process of Leadership Transition***

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